

The KHRIS Connection

Linking Our Employees to the Future!

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From the Desk of

Mary Elizabeth Harrod, Director, Division of Employee Management



I would like to welcome HR Officers to our KHRIS newsletter distribution list. This newsletter is one vehicle being utilized to communicate updates on the project status.

Over the past several weeks Larry Gillis, Assistant Director, Division of Employee Management; Bruce Greenfield, IBM Change Management Lead; and I have been visiting agency HR Executives and Agency Implementation Leads (AIL's) explaining the Realization Phase of KHRIS. This phase will require a significant amount of time by both employees in the Personnel Cabinet and agency HR users as this is when the planning for training and testing will occur. The KHRIS Training Team is currently working diligently on preparing for the development of the training curriculum as well as identifying key elements for the training schedule. During our meetings with each agency, we also discussed role changes for current Personnel Administrators, Payroll Officers, and Benefits Coordinators. Currently, we have three HR (Personnel, Payroll, and Benefits) systems which cause us to have three very distinct roles; with KHRIS the business areas will all be integrated. This will enable us to combine all three areas and job roles. You must be asking yourself, "How will this affect me and the job I currently perform?" My plan is to answer and explain this to you very soon. In June, we'll be setting up meetings for the three current HR roles to show each of you a demo of KHRIS. If you're like me, it's easier to understand when you have something you can see, rather than have it explained to you. With that said, I'm very excited about the transformation upon which we are all about to embark.

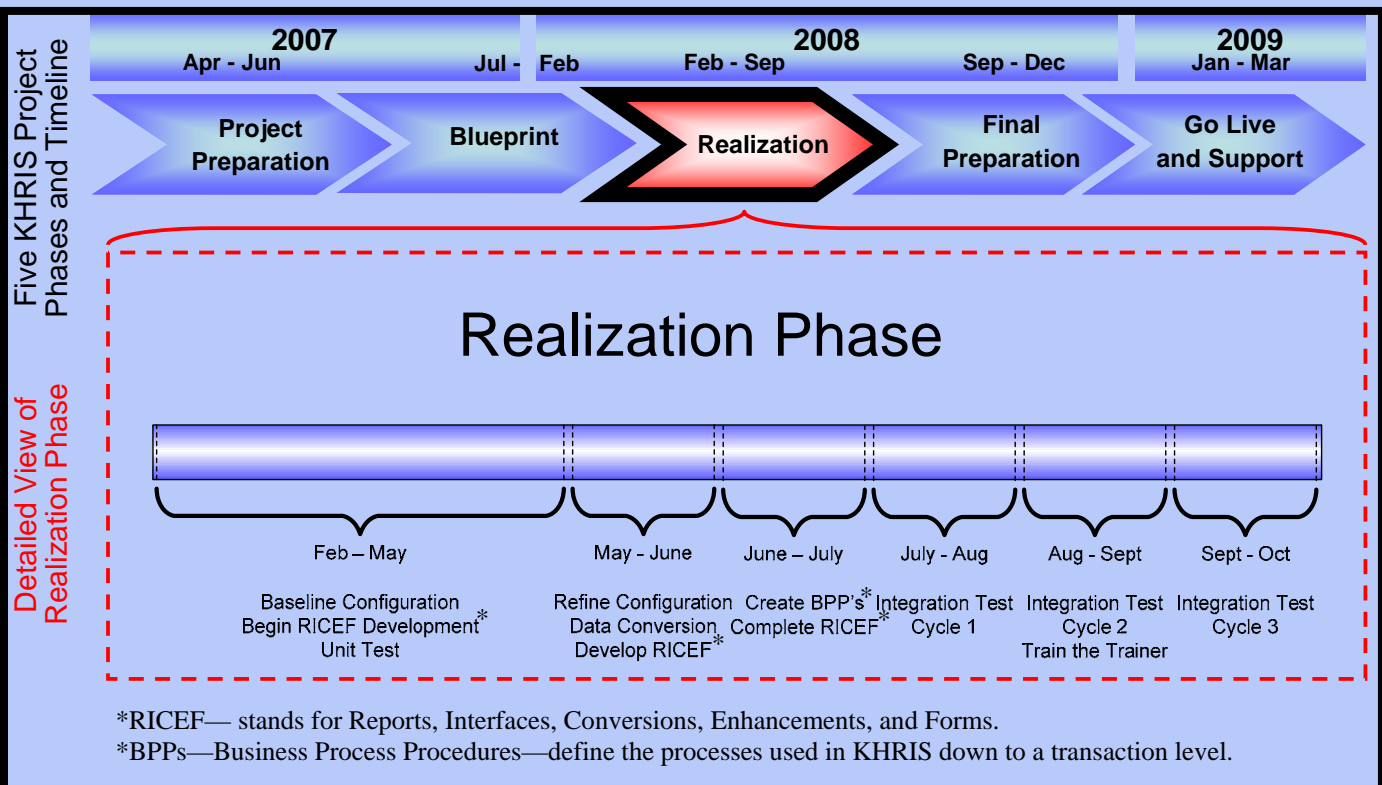
Project Update

The Kentucky Human Resource Information System (KHRIS) is a state-wide information technology transformation project being led by the Personnel Cabinet. KHRIS will centralize all state government human resource (HR) information into one integrated system. KHRIS will replace state government's current personnel, payroll, timekeeping, and benefits administration systems. KHRIS will also manage all benefits data for thousands of participants from other non-state government entities. To date, the Project has the following staff devoted to ensuring the success of KHRIS: 68 Personnel Cabinet staff, 250 extended team members from various state agencies, and 27 IBM contractors.

The KHRIS Project includes five distinct phases concluding with the Go-Live and Support Phase in January of 2009. The KHRIS project team began its Preparation Phase in April of 2007 and then moved into the Blueprint Phase in July of 2007. During the Blueprint Phase the team finalized the "to-be" processes through a series of more than eighty workshops over a seven week period. More than two hundred and fifty participants from across the Commonwealth attended these workshops. Attendees included: project team members (both functional and technical), business process owners, extended team (agency members), and project executives. Executive Leadership from the Personnel Cabinet and IBM were present for the signing of the Blueprint Deliverable on February 13, 2008. We are currently in the Realization Phase.

Realization Overview

The Project is currently in the Realization Phase, which is the third of five major project phases. During the Realization Phase, the business and process requirements outlined during the Blueprint Phase will be developed. The Realization Phase occurs from February to September of 2008.



Test Your Knowledge...

Information you will use every day in KHRIS

- What does ESS/MSS stand for?**
 - Established Synchronized System / Managed Synchronized System
 - Estimated Sugar Substance / Measured Sugar Substance
 - Employee Self-Service / Manager Self-Service
- What is a Portal?**
 - A small window in a ship
 - The Internet based portion of KHRIS
 - The person who carries in baggage at a hotel
- What is an Infotype?**
 - A set of data used in KHRIS that is grouped together according to subject matter
 - A new part of the internet discovered by KHRIS
 - Personality Types of all employees
- What is ERP?**
 - Emergency Response Person— a person who responds to a KHRIS emergency
 - Energetic Resourceful Person— a KHRIS team member or user
 - Enterprise Resource Planning— planning that affects an entire organization to utilize one set of data for all employees. For example, all personnel/payroll data will be in KHRIS .

Welcome New Team Members



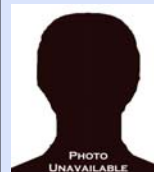
Charu Barapatrey (KY)

Conversion Team



Bruce Cottew (KY)

Conversion Team



Sandra Darneal (KY)

Conversion Team



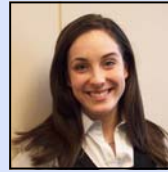
Pardha Karvturi (IBM)

Technical Team



Mark Kennedy (KY)

PA Recruitment Team



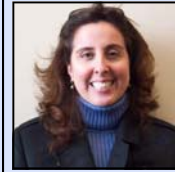
Kelly Koenig (IBM)

OCM Team



Michelle Levensgood (IBM)

Personnel Administration



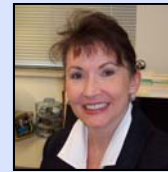
Sissy Meredith (KY)

OCM Team



Dawn Moreland (KY)

Training Team



Karen Neeley Mixson (KY)

OCM Team



Meyys Narayanan (IBM)

Technical Team



Robbie Perkins (KY)

OCM/ Security Teams



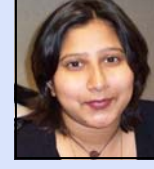
Linkin Pereira (IBM)

Technical Team



Mike Rice (KY)

Training Team



Pooja Shah (IBM)

Technical Team



Donna Spivey (KY)

Conversion Team



Barbara Terrell (KY)

Conversion Team



Mark Thompson (KY)

Conversion Team



Charles Wells (KY)

OCM Team

For the entire team structure, please visit:
<http://personnel.ky.gov/programs/khris> and click on Project Team Structure.

If you have additional questions about the project, you can contact your Agency Implementation Lead listed below:

Alisa Edwards Agriculture
Tina Keene Agriculture
Rebecca Bowman AOC
Sandra Daniels Attorney General
Tiffany Yeast Commerce
John Wertzler Economic Development
Mark White Education
Lynn Keeling EPPC
Troy Robinson Finance & Administration
Todd Bailey GOLD
Kelly Black Health & Family Services
Stephanie Appel Justice & Public Safety

Agency Implementation Leads

Darla Sandlin Labor
Roy Collins LRC
Angela Skelton Military Affairs
Suzette Gash Personnel
Jack O' Nan Secretary of State
TBD State Auditor
Randy Donahue Transportation
Rebecca Comley Treasurer
Debbie Sutherland Unified Prosecutorial System
Honor Barker Veterans Affairs
Beth Roark Veterans Affairs
Michele Kays KHRIS AIL Chairperson

For More Information

To learn more about KHRIS and its implementation, please visit the KHRIS link on the Personnel Cabinet website at <http://personnel.ky.gov/programs/khris>.

How to Contact Us

If you have any comments or suggestions regarding the *KHRIS Connection*, please contact the KHRIS Communications Team at Personnel.KHRISproject@ky.gov.

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